

**SHEET METAL WORKERS'  
INTERNATIONAL ASSOCIATION  
LOCAL UNION NO. 63**

**Central-Western Massachusetts &  
Windham County Vermont**

**AFL-CIO  
32 STEVENS STREET  
SPRINGFIELD, MA 01104  
(413) 733-8332 (413) 733-8340**



**UNION AGREEMENT  
EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2017**

## MEMORANDUM OF AGREEMENT

Sheet Metal Workers' International Association Local Union No. 63 ("Union") and the Sheet Metal Contractors Associations of Boston and Western Massachusetts (collectively, "Association") have reached an agreement on the terms and conditions of their collective bargaining agreement, effective July 1, 2014 through June 30, 2017. The Union and the Association agree to modify the current Agreement as follows:

1. There shall be a \$4.10 increase over the three year contract, with the \$4.10 implemented in the following six-month increments:

- July 1, 2014	\$ .60 - <sup>new</sup> .55	January 1, 2015	\$.65
July 1, 2015	\$.65 - .59	January 1, 2016	\$.70
July 1, 2016	\$.75 - .63	January 1, 2017	\$.75

2. The Union and the Association agree to implement an Associate's Degree Program with a local accredited college or university to offer to all apprentices the opportunity to earn college credits toward a degree. The Joint Apprenticeship and Training Committee shall be charged with the responsibility of developing and implementing the terms and conditions of the program.

3. The Union and the Association agree to implement a drug testing program for members commencing July 1, 2015. Testing shall be limited to an annual test conducted during the month of the member's birthday. The Association agrees to fund the program with an additional \$.05 contribution made to the Sheet Metal Industry Promotion Fund effective July 1, 2015. A joint committee composed of an equal number of members appointed by the Union and the Association shall meet and mutually agree upon all other the terms and conditions of the program.


4. All other terms and conditions of the Agreement shall remain unchanged.

Sheet Metal Workers' International  
Association Local Union No. 63

  
John Scammon, Business Manager

Date: 7-1-2014

Sheet Metal Contractors' Association of Boston  
and Western Massachusetts

  
Thomas J. Gunning, Executive Director

Date: 7-1-14

LOCAL # 63 GRADUATED SCALE FOR JOURNEYMEN, APPRENTICES TRUCK DRIVERS/MATERIAL HANDLERS  
EFFECTIVE JULY 1 2014

MEMBER TYPE	BASE WAGE	NATIONAL FUNDS		SMWIA SCHOLARSHIP	NATIONAL TRAINING & NEMI	SASMI	LOCAL FUNDS			CONTRACTOR S ASSOC.	LABOR MGMT	TOTAL PACKAGE	RELIEF (AFTER TAXES)
		NATIONAL PENSION	S.M.O.H.I.T				HEALTH & WELFARE	ANNUITY FUND	EDUCATION FUND				
JOURNEYMAN	\$32.32	\$8.47	\$0.02	\$0.01	\$0.15	\$1.66	\$8.64	\$5.73	\$0.71	\$0.02	\$1.00	\$58.73	\$1.75
45% APPR	\$14.54	\$3.81					\$5.65				\$0.45	\$24.45	\$0.86
50% APPR	\$16.16	\$4.24					\$5.93				\$0.50	\$26.83	\$0.86
55% APPR	\$17.78	\$7.62	\$0.02	\$0.01	\$0.15	\$0.95	\$6.20				\$0.55	\$33.28	\$1.12
60% APPR	\$19.39	\$7.62	\$0.02	\$0.01	\$0.15	\$1.00	\$6.47				\$0.60	\$35.26	\$1.12
65% APPR	\$21.01	\$7.62	\$0.02	\$0.01	\$0.15	\$1.06	\$6.74				\$0.65	\$37.26	\$1.12
70% APPR	\$22.62	\$7.62	\$0.02	\$0.01	\$0.15	\$1.12	\$7.01				\$0.70	\$39.25	\$1.12
75% APPR	\$24.24	\$7.62	\$0.02	\$0.01	\$0.15	\$1.17	\$7.28				\$0.75	\$41.24	\$1.12
80% APPR	\$25.86	\$7.62	\$0.02	\$0.01	\$0.15	\$1.40	\$7.55	\$5.73			\$0.80	\$49.14	\$1.12
85% APPR	\$27.47	\$7.62	\$0.02	\$0.01	\$0.15	\$1.46	\$7.83	\$5.73			\$0.85	\$51.14	\$1.12
90% APPR	\$29.09	\$7.62	\$0.02	\$0.01	\$0.15	\$1.52	\$8.10	\$5.73			\$0.90	\$53.14	\$1.12
TRK DRVR & M	\$21.37	\$4.28	\$0.02	\$0.01			\$5.77	\$2.81			\$1.00	\$35.54	
Calculations													
SASMI= Base wage + National Pension+ Health &Welfare + Annuity Multiplied by 3%													
Health & Welfare (Apprentices)= Health & Welfare Rate-Base Rate(3.21)= Difference * by Apprentice percentage + Base Rate(3.21)													
Relief (dues check off) after taxes = \$1.36 plus \$0.03 PAL, \$0.23 Organizing Fund, \$0.01 Charity Fund, \$0.01 Betterment Fund, \$0.11 SMWIA												\$1.75	
Apprentice Base Wage= Apprentice percentage multiplied by the Journeyman base wage													
Apprentice Labor Management= Journeyman Labor Mangement * Apprentice Percentage													

## **AGREEMENT**

### **ARTICLE I**

**SECTION 1.** This agreement covers the rates of pay and conditions of employment of all employees of the Employer engaged in but not limited to the (a) manufacture, fabrication, assembling, handling, erection, installation, dismantling, conditioning, adjustment, work and all other materials used in lieu thereof and of all airveyor systems and air handling systems regardless of material used including the setting of all equipment and all reinforcements in connection therewith; (b) all lagging over insulation and duct lining; (c) testing and balancing of all air-handling equipment and duct work; (d) the preparation of all shop and field sketches used in fabrication and erection, including those taken from original architectural and engineering drawings or sketches; (e) cornice work; (f) lockers/ toilet partitions and shelving; (g) service work; (h) hepa filter; and (I) all other work included in the jurisdictional claims of Sheet Metal Workers' International Association.

**I-(a).** This association has established and claims full jurisdiction over the estimating, manufacture, fabrication, assembling, handling, erection, hanging, application, adjusting, alteration, repairing, dismantling, reconditioning, commissioning, testing, servicing and maintenance of all HVAC and sheet metal work, all working drawings or sketches (including those taken from original architectural and engineering drawings and sketches) used in fabrication and erection; said jurisdiction to include all flat, formed in brake or press, corrugated or ribbed sheets and all rolled, drawn, pressed, extruded, stamped or spun tubing, shapes and forms of plain or protected steel, iron, tin, copper, brass, bronze, aluminum, zinc, lead, German silver, Monel metal, stainless or chrome steel or any and all other alloy metals, ferrous and non-ferrous, together with all necessary or specified reinforcements, brackets, hangers, straps, plates, tees, angles, channels, furring, supports, anchors, rods, chains, clips, frames, ornaments, trimmings, grilles, registers, castings, hardware and equipment, mechanical or otherwise, regardless of gauge, weight or a material when necessary or

specified for use in direct connection with or incidental to the manufacture, fabrication, assembling, handling, erection, hanging, application, adjusting, alteration, repairing, dismantling, reconditioning, testing and maintenance of all sheet metal work; said jurisdiction to also include the fastening of any and all materials and equipment specified in this jurisdictional claim, whether same be applied to wood, steel, stone, brick, concrete or other types of structure, base or materials, with full jurisdiction over the making of all connections, attachments, seams and joints, whether nailed, screwed, bolted, riveted, cemented, poured, wiped, soldered, brazed, welded or otherwise fastened and attached, and all drilling and tapping in connection with or incidental thereto.

(b). Any and all types of sheet metal foundation forms, wall forms, column forms, castings, moldings, plain, or corrugated domes, slab forms, flat, ribbed or corrugated sheet forms used in connection with concrete or cement construction, including sheet metal inserts to provide specified openings, also permanent column guards.

(c). Any metal roofing, including underlayment regardless of material, and any and all types of sheets, flat, formed in brake, corrugated or otherwise formed or reinforced, and all rolled, drawn, pressed, extruded, stamped or spun sheets, shapes and forms of plain or protected metal specified for use in connection with or incidental to roofing, decking, flooring, expansion joints, siding, waterproofing, weatherproofing, fireproofing, soundproofing for base and support of other materials, or for ornamental or other purposes.

(d). Any and all types of formed, rolled, drawn, stamped, pressed sheet metal shingles, sheet metal tile, sheet metal brick, sheet metal stone and sheet metal lumber, when specified for use as roofing, siding, waterproofing, weatherproofing, fireproofing, soundproofing or for ornamental or any other purpose.

(e). Any and all sheet metal work regardless of material specified for use in connection with or incidental to steeples, domes, minarets, lookouts, dormers, louvers, ridges, coping, roofing, decking, hips, valleys, gutters, outlets, roof flanges, flashing, gravel stops, leader heads, down spouts, mansards, balustrades, skylights, metal siding and composite panels including supports, studs, sheathing, drywall and related materials, solar shingle panels, PVC metal and

Sarnafil metal, cornice molding, columns, capitals, panels, pilasters, mullions, spandrels and any and all other shapes, forms and design of sheet metal work specified for use for waterproofing, weatherproofing, fireproofing, soundproofing, ornamental, decorative or display purposes, or as trim on exterior of buildings.

(f). Any and all types of sheet metal buildings including hangars, garages, service stations, commercial or storage buildings of permanent or portable design, whether manufactured, fabricated, or erected to meet specific requirements or whether constructed of standard patented units of flat, formed in brake, corrugated, rolled, drawn, or stamped sheets, shapes and forms of plain, protected or ornamental design.

(g). Any and all types of sheet metal marquees, vestibule and storm door enclosures, window frames, moldings, cornices, pilasters, mullions, panels, sills, heads, awning covers, corner posts, stops, light troughs reflectors and deflectors, bulletin boards and any and all types of sheet metal signs specified for use in connection with or incidental to display windows, building fronts, store fronts, and theater fronts, for fireproofing, weatherproofing, waterproofing, ornamental or display advertising purposes.

(h). Any and all types of sheet metal billboards, bulletin boards and sheet metal signs specified for use on the exterior and in the interior of buildings for advertising and display purposes, and any and all types of sheet metal signs and bulletin boards specified for use in connection with or incidental to the equipment and operation of theaters, hotels, hospitals, apartments, factories and other types of buildings of interior or exterior design.

(i). Any and all sheet metal work used in connection with or incidental to the equipment and operation of grain elevators, mills, factories, warehouses, manufacturing plants and commercial buildings, including elevator legs and enclosures, chutes, hoppers, carriers, spirals, automatic and other conveyors, package chutes, fire apparatus and enclosures for same, pipes and fittings, dampers, machine guards, cyclones, fans, blowers, dust collecting systems, ovens and dryers, heating, ventilation and air conditioning, and all other types of sheet metal work and equipment, mechanical or otherwise, in connection with or incidental to the operation thereof.

(j). Any and all types of sheet metal window frames, sash, bucks, doors, frames, trim, picture molding, freeze molding, wire molding, chair rail and base panels, wainscoting, mullions, pilasters, sills, permanent vestibule partitions, smoke and fire screens, portable and permanent screens and partitions for hospitals, office, commercial and factory use, toilet, shower and dressing room partitions, elevator and other types of enclosures specified for use as equipment and interior trim.

(k). Any and all types of sheet metal ceilings with cornices and moldings of plain, ornamental, enameled, glazed, or acoustic type, and any and all types of side walls wainscoting of plain, ornamental, enameled, or glazed types, including sheet metal tile, and the application of all necessary wood or metal furring, plastic or other materials, to which they are directly applied.

(l). Any and all moving picture booths and any and all sheet metal work in connection with indirect lighting systems, including side lights and foot lights in theaters, auditoriums, schools, etc.

(m). Any and all types of sheet metal work HVAC design, specified for use in connection with or incidental to direct, indirect or other types of heating, ventilating, air conditioning, and cooling systems, including risers, stacks, ducts, fittings, retrofittings, dampers, casings, recess boxes, outlets, radiator enclosures, exhausts, ventilators, frames, grilles, registers, diffusers, cabinets, fans and motors, air washers, filters, air brushes, housings, air conditioning chambers, all setting hanging and start up of air conditioning units, unit heaters, or air-veyor systems and air handling and air treating systems, all testing and balancing systems, including air, hydronic, electrical and sound regardless of material used including all equipment and/or reinforcements in connection therewith including all smog control, cleaning of air systems and equipment, air pollution and recovery systems and component parts thereof, including setting of same by any method; any and all work in connection with and/or incidental to the manufacture, fabrication, handling, erection, installation, maintenance and repair of solar energy systems, including but not limited to residential, commercial, institutional and industrial installation; all installation and removal of lagging, all lagging over insulation and all duct lining; testing adjusting

and balancing and the commissioning of all air-handling, hydronic, electrical and sound equipment and duct work; and any and all other sheet metal work equipment, mechanical or otherwise, in connection with or incidental to the proper installation servicing and operation of said systems, and all duct connections to and from same.

(n). Any and all types of energy and indoor air quality (IAQ) auditing used in connection with or incidental to energy management and commissioning of buildings including analyzing utility rates, weather data, energy consumption records, contract drawings and specifications, as-built drawings, operating logs; surveying building site and envelope; investigating space utilization and operating practices; observing and testing lighting, power, heating, ventilating, air conditioning, humidification, automatic control, food service, transportation, heat recovery solar and process systems; performing operation and maintenance energy conservation measures; monitoring results of energy management retrofit measures; servicing energized systems after retrofit.

(o). Any and all types of sheet metal work in connection with or incidental to residential work, including metal roofing and siding, gutters, downspouts, kitchen vents, bathroom vents, prefabricated fireplaces, shower enclosures, heating and air conditioning equipment and service incidental to the proper installation and operation of same.

Any and all types of warm air furnaces, including assembling and setting up of all cast iron parts, all stoker, gas and oil burner equipment and all gas piping used in connection with warm air heating, all sheet metal hoods, casings, wall stacks, smoke pipes, trunk lines, cold air intake, air chambers, vent pipes, frames, registers, dampers and regulating devices, and all other sheet metal work and equipment, mechanical or otherwise, in connection with or incidental to the proper installation servicing and operation of same.

(p). Any and all types of sheet metal work in connection with industrial work including but not limited to industrial, generating, steel and aluminum, oil refining, chemical, coking, nuclear, power and similar type plants and all other work in connection therewith including exhaust, smog control, air pollution and recovery systems, air-veyor systems and component parts thereof including setting of



same by any method, imbedments, installation and drawings for unistruts and erection of support steel.

Any and all types of sheet metal smoke pipe, elbows, fittings and breeching for boilers, heaters and furnaces. All sheet metal lagging and jackets on engines. Any and all sheet metal drip pans, exhaust pipes, heads, safety flues, and other appliances in connection with or incidental to boilers, heaters, furnaces, engines, machinery, etc.

(q). Any and all types of sheet metal furniture and equipment, lockers, shelving, library stacks, warehouse, factory and storage stacks, bins, sinks, drainboards laboratory equipment, etc., specified for use as equipment or incidental to the operation of offices, factories, libraries, hotels, hospitals, apartments, schools, banks, public and semi-public buildings, and for general commercial use, and any and all types of caskets and coffins.

(r). Any and all sheet metal work in connection with or incidental to the equipment and operation of kitchens in hotels, restaurants, hospitals, lunch rooms, drug stores, banks, dining cars, public and semi-public buildings, including ranges, canopies, steam tables, work tables, dishwashers, coffee urns, soda fountains, warming closets, sink drainboards, garbage chutes and incinerators, refrigerators and other sheet metal work in connection with kitchen equipment or refrigerating plants.

(s). Any and all types of sheet metal work in connection with or incidental to laundry equipment and machinery, washers, clothes dryers and laundry chutes.

(t). Any and all types of sheet metal work, coppersmith work and mechanical work in connection with or incidental to the manufacture, fabrication, assembling, maintenance and repair of automobiles, buses, trucks, airplanes, pontoons, dirigibles, blimps, and other type of aircraft and equipment, and any and all types of aircraft hangars.

(u). Any and all types of sheet metal chandeliers, lamps and lighting fixtures, ornaments, decorations, household ware, and miscellaneous articles for use in factories and mills; any and all types

of sheet metal switch boxes, cut-out boxes, panel boards, cabinets, and speaking tubes.

(v). Any and all types of sheet metal badges, buttons, and novelties with all hard or soft soldering in connection with same by flame or other method.

(w). Any and all types of sheets, tubing, pipes and fittings, used in connection with or incidental to coppersmith work, regardless of gauge or material. The manufacture, fabrication, assembling, erection, maintenance, repair and dismantling of all said coppersmith work, including the bending of tubes, pipes and coils and all pipe fitting in connection with or incidental thereto and the testing of equipment when installed to ensure proper operation.

**(x). Boats and Ships, Definition and Duties.** Manufacture, fabrication, assembling, erection, hanging, application, adjusting, alteration, repairing, dismantling, re-conditioning, testing and maintenance of all sheet metal work and coppersmithing work in connection with or incidental to building, maintenance and repair of ships and boats, including smoke stacks, life rafts, life buoys, crow's nests, bulkheads, telegraph and speaking tubes, switch and cut-out boxes, lagging on boilers and engines, lining of all partitions, paint and lamp lockers, refrigerating compartments, battery compartments, galleys and shower baths, ventilation and kitchen equipment, ventilation piping and fittings, sheet metal lockers, sheet metal doors, sheet metal windows, steel and non-ferrous metal sheathing, sheet metal casings for housing cable, gong pull and mechanical telegraph leads, and metal lagging for machinery, boilers, pipelines, etc., sheet metal structural partitions and enclosures including pilasters, wire mesh and incidental fittings, launch and boat canopies, galley ranges, and their smoke pipes, sheet metal dresser tops, sheet metal ventilator cowls, air tanks, fuel oil tanks, battery lockers, metal furniture, sheet metal containers for handling and storing foods, paints, water and other materials, cooking utensils, funnels, measures and similar miscellaneous articles made of sheet metal; covers with sheet lead, such articles as battery boxes, battery shelves, iceboxes and other wooden and steel parts, and items subject to corrosion; measures, marks and cuts sheet lead to size; fits and forms it about surface to be covered by heating and hammering about the edges and into corners until snug fit is obtained; making

templates, forms, developing, laying out and cutting patterns, shearing, flanging, forming bumping, rolling, spinning, punching, stamping, riveting, soldering, and all resistance welding (including, but not limited to, spot and seam welding) performed on machines designed for that purpose in connection with fabrication, assembly and repair of all sheet metal and all reinforcements in connection with the above specified work.

**(y). Roofing, Damp and Waterproofing.**

The right to apply and install (i) Slate, tile, asbestos and asphalt roofing shingles and all cementing, laying of felt, paper, insulation or other underlayment, dressing, punching, cutting either by hand or by machinery in connection with slate, tile, asbestos and asphalt shingles and any and all substitute materials taking the place of slate, tile, asbestos and asphalt shingles and the removal of slate and tile when the same is to be re-laid.

- (ii) Above deck roof vapor barriers of all kinds, roof insulation of all kinds, composition and built-up roofing of all kinds including hot and cold applied, single ply application, prepared, plastic, fluid applied, sheet applied and mastic roofing, all associated roof surfacing including aggregates, coating, traffic planks, and decorative finishes.
- (iii) Any and all materials used for damp proofing, waterproofing and/or weatherproofing regardless of location in building system or method of application of all laying of tile, brick, wood block, mastic or composition decks or floor when laid in pitch, tar, mastic or any other form of bitument, all pre-formed waterproofing, compressed paper, chemically prepared paper, burlap and substitute waterproofing products.
- (iv) All slabs of precast concrete, composition, mineral or other such materials placed over roofing or waterproofing.
- (v) Unloading, handling and hosting of all tools and materials to be used in connection with the work described above except where cranes or other heavy equipment is required. Employees shall operate their own job site equipment including but not limited to pumps, kettles, burners, hoist, spray guns, conveyors, mixers and all gasoline, propane or electrically

powered equipment used in composition roofing system installations.

- (vi) Any and all materials used in connection with the Environmentally Friendly Green Roofing Systems, including roofing, damp proofing, waterproofing and weatherproofing regardless of location and maintenance thereof.

These rights shall apply in localities where there is no established local union of the United Union of Roofer, Waterproofers and Allied Workers Association.

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(z). Any and all welding in connection with the work specified in this Article.

(aa). Railroad shopmen shall include sheet metal workers (tanners), coppersmiths and pipe fitters employed in shops, yards, buildings, on passenger coaches, work equipment, etc., and on engines of all kinds, skilled in the building, erecting, assembling, installing, dismantling and maintaining parts made of sheet copper, brass, tin, zinc, white metal and lead, black planished, galvanized and pickled iron, aluminum, stainless and chrome steel, Monel metal, German silver, and any other base or alloyed sheet metal. This shall include all flat, formed in brake or press, corrugated or ribbed sheets on rolled, drawn, pressed, extruded, stamped or spun shapes, tubing or forms of any sheet metal together with all necessary or specified reinforcements, hangars, brackets, hardware and fittings, mechanical or otherwise, regardless of gauge or weight of metal when part of the operation or fabrication of parts; brazing, soft or hard solder, torch spray or hand soldering tinning, leading, babbitting, bending, fitting, cutting, threading, brazing, clamping, testing, connecting and disconnecting of air, water, sand, gas, oil and steam pipes and the operating of babbit fires and pipe threading machines, oxyacetylene, Thermit electric welding on work generally recognized as sheet metal worker's work. This jurisdiction includes the work performed in the Maintenance of Equipment, Maintenance of Way and all other departments of the railroad.

(bb). Any and all work on structures and systems involving sheathing, encapsulating, neutralizing, decontaminating, ducting,

vending, removing, bagging, boxing, wrapping, transporting or otherwise disposing of matter in solid, liquid, or gaseous form that is, or may be toxic, noxious, but not limited to, radon or other harmful gas, fibrous glass, asbestos or other friable or particulate matter, and material contaminated by chemical, bacterial, microbiological, or radioactive substances. All items of work described in Section (a) to (bb) in which plastics or other materials are used in lieu of sheet metal.

**(cc).** All drawings and sketches by computer-aided design (CAD), hand, backgrounds, coordination used in shop fabrication and/or field erection, computer-aided manufacturing and pick off-the transformation, manual or electronic, from shop drawings to shop fabrication of ductwork and related items.

**(dd).** All computer room and clean room air systems including but not limited to floors, wall, fume hoods, ceilings, HEPA filters, any other filtration systems and other appurtenances there of and other architectural sheet metal work and metal wall protection systems.

All fabrication, handling and installation of semiconductor and nanotechnology industry-related air systems, including, but not limited to vacuum pump and/or tool exhaust systems, scrubber pipe/duct (regardless of material used), headers and exhaust to atmosphere, exhaust fans, dry scrubbers, exhaust, vent lines from gas, tool and vacuum pump cabinets, exhaust lines from wet benches and burn boxes, all dampers and/or air valves associated with exhaust/vent lines listed in this Section.

**(ee).** Milling, fashioning, joining, assembling, erection, fastening or dismantling of all material of wood, plastic, metal, fiber, cork and composition, and all other materials as well as the handling, cleaning, erecting, installing, repair, renovation, maintenance, and dismantling of all machinery and equipment.

**(ff).** Any and all work with and on robotics, included but not limited to, rigging, handling, installing, maintaining, programming, and use of all stationary and/or portable robots, including the use of all robots used in any industry, including the use of all robots used in any industry, including the nuclear field.

Committee composed of six (6) members, three (3) of whom shall be selected by the Employer, and three (3) by the Union. Said Joint Apprenticeship and Training Committee shall formulate and make operative such rules and regulations as they may deem necessary and which do not conflict with the specific terms of this Agreement, to govern eligibility, registration, education, transfer, wages, hours, working conditions of duly qualified apprentices and the operation of an adequate apprentice system to meet the needs and requirements of the trade. Said rules and regulations when formulated and adopted by the parties hereto shall be recognized as part of this Agreement.

**SECTION 2.** The Joint Apprentice and Training Committee designated herein shall serve for the life of this Agreement, except that vacancies in said Joint Apprenticeship and Training Committee caused by resignation or otherwise, may be filled by either party hereto, and it is hereby mutually agreed by both parties hereto, that they will individually and collectively cooperate to the extent that duly qualified apprentices be given every opportunity to secure proper technical and practical education experience in the trade, under the supervision of the Joint Apprenticeship and Training Committee.

*App.  
Ratio*

**SECTION 3.** It is hereby agreed that the Employer shall apply to the Joint Apprenticeship and Training Committee and the Joint Apprenticeship and Training Committee shall grant apprentices on the basis of one (1) apprentice for each three (3) journeymen regularly employed throughout the year. Provided, however, an Employer will not be entitled to a new apprentice if the Employer has an apprentice on layoff for lack of work.

**SECTION 4.** All applicants for apprenticeship shall be at least age seventeen (17) and each apprentice shall serve an apprenticeship of five (5) years and such apprentices shall not be in charge of work on any job and shall work under the supervision of a journeyman until apprenticeship terms have been completed and they have qualified as journeymen.

**SECTION 5.** A graduated wage scale for apprentices shall be established and maintained on the following percentage basis of the established wage rate of journeymen sheet metal workers:

First year

First half 45%

Second half 50%